



Paid Internship

Internship Title:

Restoration Construction Intern (Stipend)

Who is Skagit Fisheries?

Skagit Fisheries Enhancement Group is a nonprofit organization engaging our community in restoring salmon in the Skagit watershed through restoration, education, and stewardship. Through the hard work of our staff, volunteers and partners we envision a resilient watershed where an abundance of salmon and other native species flourish, sustaining and inspiring generations to come.

Scope of Work: (300 internship hours)

The Restoration Construction Intern assists the Habitat Restoration Program with tasks associated with fish passage project planning and construction monitoring. Every summer, Skagit Fisheries constructs multiple fish passage projects with the goal of restoring habitat connectivity for salmon and other anadromous fish species. In summer 2026, Skagit Fisheries expects to be constructing 5 habitat restoration projects at 4 different sites within the Skagit watershed. The intern will be involved in hands-on experience in pre-construction tasks, construction monitoring, fish exclusion during construction, project planning, and more.

The intern will collaborate closely with Habitat Restoration staff, as well as restoration technicians, volunteers, construction contractors, and professional engineers on project tasks. The intern must be able to use a personal vehicle to get to project sites; approved mileage will be reimbursed at the WA state rate. In addition to assisting with the Skagit Fisheries construction projects, an estimated 20% of the intern's time will be spent job shadowing at other sites with Skagit Fisheries contractors and engineering partners, and/or site visits with other habitat restoration practitioners (e.g. other Fisheries Enhancement Groups, Tribes, County, etc.).

Timeline:

The Internship begins mid-May and is anticipated to end mid-September (18 weeks). There is flexibility on the exact start and end date, but the intern needs to be available during both Spring and Summer terms. The time commitment is 10-20 hours per week (10 hour days) mid-May to July 13. Then July 13- mid through September, the time commitment will increase to 30 hours per week, or three 10-hour days. This additional 10-hour day per week is added during the active construction season. **Total internship = 300 hours**

Schedule: The nature of construction projects is that timing can be unpredictable and schedules often change. In addition, the work window for the construction of restoration projects is limited by state and federal permit to only allow construction activities between mid-July and late-September. For this reason, the intern's ability to have flexible availability within a Monday-Thursday work week during the permitted construction season is important for the success of this internship.

Location: The internship will be based out of the Skagit Fisheries office in Mount Vernon, WA. Daily travel within the Skagit watershed is expected, as well as occasional day trips to neighboring watersheds.

Tasks:

- Obtain Certified Erosion and Sediment Control Lead (CESCL) certification (during hours of the paid internship)
- Construction monitoring at Skagit Fisheries project sites, including data collection and management
- Project planning tasks such as preparing documents and maps with ArcGIS (under supervision from Project Manager)
- Participate in fish exclusion operations for 1-2 project sites
- Assist with data collection, management, and compliance for state and federal permits associated with Skagit Fisheries projects.
- Document restoration project construction and draft social media content for Skagit Fisheries
- Job shadow with selected engineers, contractors and other restoration partners to broaden construction management experience

Learning Objectives:

- Understand restoration construction project goals, plans, and activities
- Fish exclusion methods for aquatic and amphibious species (primarily salmonid species)
- Experience with data entry, organization, and assembling project files
- Experience with State and Federal permit compliance for habitat restoration projects
- Technical writing and reporting for permit requirements of projects
- Professional field work practices relating to safety, biosecurity, and data collection
- Experience working with project management, construction contractors, and professional engineers
- Learning CESCL
- Ability to read and understand engineer plan

Qualifications for Internship

The following qualifications are preferred/helpful for an intern who has these skills/knowledge or abilities for this internship.

- Must be a current college or university student (at start of internship) with a background and interest in one or more of the following areas of study: environmental sciences/studies, biology, restoration/conservation, ecology

- Ability to be flexible with schedule is desired as construction dates may change depending on contractor schedules
- Knowledgeable on native and non-native fish and amphibian identification
- Proficient reading comprehension and ability to learn protocol required for environmental permits and compliance
- Inquisitive and enthusiastic to learn
- GIS knowledge and competence desirable, but not required

Physical Requirements

The physical demands described here are representative of those that must be met by an intern to successfully perform the essential functions of this internship:

- Ability to work outside during all weather conditions
- Ability to navigate safely over uneven terrain and around active heavy machinery during construction

Stipend: This is a volunteer position eligible for a \$4,500 stipend, with monthly disbursements

To Apply: Complete the Construction Internship [Online Application](#) and upload your Resume.

If you have questions regarding this new Skagit Fisheries Internship, please contact:

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